

ABSTRACT

RELATION OF HARVEST FOREMAN LEADERSHIP STYLE AND WORK MOTIVATION OF HARVESTERS ON PERFORMANCE OF HARVESTERS AT PT PERKEBUNAN NUSANTARA VII PART OF PALM OIL PLANTATION AT REJOSARI NATAR OF SOUTH LAMPUNG

By

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This research aims to know (1) the harvest foreman leadership style, (2) the work motivation of harvesters, (3) the performance of harvesters, (4) the relations between harvest foreman leadership style and performance of harvester, (5) the relations between work motivation of harvesters and performance of harvester, and (6) the relations between harvest foreman leadership style and work motivation of harvesters. This research was conducted by survey method at PT Perkebunan Nusantara VII UKKS Rejosari Natar of South Lampung. The research samples consisted of 50 people who were drawn from the population by proportional random sampling. The data was collected from June to July 2015 and was analyzed by descriptive and rank spearman correlation analysis. The results showed as follows. (1) The harvest foreman leadership style was democratic leadership style. (2) The work motivation of harvesters was in high category. (3) The performance of harvesters was in high category. (4) The leadership style of harvest foreman was related to the performance of harvesters. (5) The work motivation of harvesters was related to the performance of harvesters. (6) The leadership style of harvest foreman was related to the motivation of harvesters.

Key words: leadership style, performance of harvester, work motivation

ABSTRAK

HUBUNGAN GAYA KEPEMIMPINAN MANDOR PANEN DAN MOTIVASI KERJA PEMANEN DENGAN KINERJA PEMANEN DI PT PERKEBUNAN NUSANTARA VII UNIT KEBUN KELAPA SAWIT (UKKS) REJOSARI NATAR LAMPUNG SELATAN

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Penelitian ini bertujuan untuk mengetahui (1) gaya kepemimpinan mandor panen (2) tingkat motivasi pemanen, (3) tingkat kinerja pemanen, (4) hubungan gaya kepemimpinan mandor panen dengan kinerja pemanen, (5) hubungan motivasi kerja pemanen dengan kinerja pemanen, dan (6) hubungan gaya kepemimpinan mandor panen dengan motivasi kerja pemanen. Penelitian ini dilakukan di PT Perkebunan Nusantara VII UKKS Rejosari Natar Lampung Selatan menggunakan metode survai. Sampel penelitian berjumlah 50 orang yang diambil dari populasi dengan cara *proportional random sampling*. Pengambilan data dilakukan pada bulan Juni-Juli 2015. Data penelitian dianalisis secara deskriptif dan analisis korelasi *rank spearman*. Penelitian di PT Perkebunan Nusantara VII UKKS Rejosari Natar Lampung Selatan ini menunjukkan hasil sebagai berikut. (1) Gaya kepemimpinan mandor panen adalah gaya kepemimpinan demokratis. (2) Motivasi kerja pemanen termasuk dalam kategori tinggi. (3) Tingkat kinerja pemanen masuk kategori sangat baik. (4) Gaya kepemimpinan mandor panen berhubungan dengan kinerja pemanen. (5) Motivasi kerja pemanen berhubungan dengan kinerja pemanen. (6) Gaya kepemimpinan mandor panen berhubungan dengan motivasi kerja pemanen.

Kata kunci: gaya kepemimpinan, kinerja pemanen, motivasi kerja